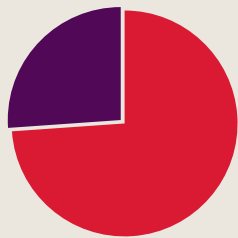
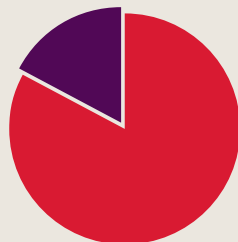


Late last year, MacEwan deployed the Belonging at MacEwan (BAM) survey to staff and faculty to gain meaningful understanding of how they experience their work and the university community more broadly. Students were also surveyed on their experiences and sense of belonging at our university. Survey results were strong, revealing staff and faculty feel a powerful sense of pride, collegiality and a deep connection to purpose among staff/faculty.



74%
affirm MacEwan
is a great place to work.

This level of engagement is the heart of our culture and confirms our place as one of Alberta's top employers.



83%
feel a sense
of purpose
in their work.

POPULATION AND REPRESENTATION

Demographic Summary	All Employees	Leadership	Faculty
Population (N)	2570	212	1095
Respondents (n)	1025	149	366
Response Rate	39.9%	70.3%	33.4%
Women	62.9%	57.7%	60.8%
Gender Minority	2.8%	n/a*	3.3%
Racialized	25.3%	13.4%	23.8%
Indigenous	3.5%	n/a*	2.2%
Person w/ Disability	19.2%	17.5%	20.6%
Sexual Minority	16.3%	20.3%	14.3%
Caregiver	55.7%	17.5%	67.1%

Response rate of 39.9% (1,025 completions). This is within the typical range for Canadian universities (28%–50%) but suggests opportunities for deeper engagement compared to private-sector benchmarks.

*Response rate was insufficient to report with accuracy.

CORE STRENGTHS

Employees consistently value:

- 1 MacEwan's collegial community
- 2 Pride in their work
- 3 Supportive direct supervision



SYSTEMIC GAPS AND OPPORTUNITIES

Experiences vary by department, but key areas to focus on include:

- 1 Few internal advancement pathways for sessional instructors and non-faculty employees
- 2 Gaps in psychological safety
- 3 Need for improved leadership capability and transparency



KEY PERCEPTION METRICS

Reflective of net promoter score (the % of those who agree or strongly agree subtracted from the % of those who disagree or strongly disagree).

Net Agreement	University-Wide	Teaching	Academic & Student Support	Administration
Value diversity	91.7%	91.2%	94.0%	90.2%
Comfort with different peers	87.1%	85.2%	87.5%	88.2%
Sense of purpose	75.9%	78.0%	77.0%	73.2%
Understand expectations	74.6%	74.4%	72.2%	77.9%
Feel welcome	73.3%	62.4%	74.7%	82.4%
Treated with respect	71.4%	62.7%	74.4%	77.6%
Succeed as authentic self	67.1%	63.9%	65.6%	71.6%
Recommend (NPS)	65.7%	52.4%	68.1%	76.8%
Sense of belonging	62.1%	51.4%	63.1%	71.6%
Opportunity to use talents	62.1%	60.2%	60.7%	66.0%
Unbiased career progression	60.5%	54.9%	56.1%	71.2%
Work is valued	60.2%	49.4%	63.1%	68.2%
Valued for unique perspective	59.5%	47.3%	63.5%	68.6%
Mutual respect	56.4%	57.3%	53.7%	59.4%
Resources and supports	50.4%	33.3%	55.3%	63.8%
Feedback frequency	50.1%	37.6%	50.0%	63.5%
Confidence concerns will be addressed	40.5%	28.3%	39.3%	55.2%
Professional growth opportunities	40.4%	32.6%	34.8%	56.1%
Express beliefs without fear	32.7%	22.2%	28.8%	46.9%